National Guard Bureau

STAFF MANAGEMENT DIVISION

Chief, Staff Management
703 607-1299

Staff Management Division

- **Plans and Programs Branch**
  703 607-1387
- **Officer Management Branch**
  703 607-1386
- **Enlisted Management Branch**
  703 607-1405
- **Executive Officer**
  703 607-0985

Officer Management Branch

Career Field Review Overview

- **NGB Leadership Tool – Unit Vacancy Promotion Process (T10 AGR only)**

- **Other Factors:**
  - **Time left before 20 year AFS**
  - **DA Selection Status**
  - **Potential to Serve at Hiegher Grad**
  - **Controlled Grade Authorizations**

- **Title 10 Promotions are leadership decisions!!**

Officer Management Branch

CFR Process

- Conducted Yearly (Oct/Nov time frame)
- Announcement Published on GKO
- Two Part Review:
  - Overall Potential
  - Functional Area (FA)
- Panels Consist of Senior ARNG Officers and Functional Area Experts

Officer Management Branch

CFR Process (Cont.)

- **Results Compiled by NGB-ARZ-T and Approved by the DARNG**

- **Provided to NGB Leadership (NGB COS/G-Staff)**

- **"Promotion List" Determined by Leadership**

Officer Management Branch

What Does the CFR Panel Review?

- OMPF
- Biographical Record Brief (BRB)
- DA Photo
- DA Form 705 (New Requirement)

Officer Management Branch

Review Criteria

- **Military Bearing and Physical Fitness**
- **Military Education and Professional Training**
- **Civilian Education and Professional Training**
- **Record of Performance**
- **Assignment History and Professional Dev**
- **Overall Professional Potential**

Officer Management Branch

How to Prepare

- **Carefully Review Announcement (GKO)**
- **Schedule Appointment with Assignments Officer**
- **Submit Updated and Accurate Data**
- **Ensure OMPF is Accurate**
- **FA Qualification/Tough Jobs**
- **Seek Leadership Guidance**

Officer Management Branch

Common Errors

- **Missing OERs**
- **Failure to Complete CGSC**
- **Poor Quality / Old DA Photo**
- **Non-verified Info on BRB**
- **Failure to Update OMPF**
- **Failure to Submit Documents to NGB-ARZ-T**

Officer Management Branch

Promotion Process

- **Must be in Higher Graded Position or Leadership**
  Must Identify One

- **Top Third/Top Half**

- **Leadership Recommendation**

- **Not all Top Third/Top Half Will be Promoted**

- **If Not Promoted, Records Will be Reviewed During the Next CFR**

Officer Management Branch

Initial Tour Continuation Board

- **Title 10/AGR soldiers completing their initial tour**

- **Board evaluates soldiers for continuation on the Title 10/AGR program, makes recommendation to the leadership**

Officer Management Branch

Officer Assignment Process

- **SR Advisors should engage G Staff OPR and assignment officers six months prior to projected loss**

- **DA 4187 thru G Staff OPR is preferred method for by name requests**

- **Vacancy announcements / Title 10/AGR application are posted on GKO**

Officer Management Branch

20 AFS Tour Continuation Board

- **Board convened under authority of ASA(M&RA) annually during January. Only ASA has authority to extend officers beyond 20 years AFS**

- **Select objectives by Functional Area/ Branch determined by requirements of NGB**

- **Tour extensions are for two years or to Mandatory Release Date if MRD is reached first**

Officer Management Branch

20 AFS Tour Continuation Board (Continued)

- **Two reviews for Tour Continuation:**
  - **First Review for Jan 05 Board: 19 yrs AFS reached between 1 Oct 05 – 30 Sep 06**
  - **Second Review: 20 yrs AFS or Required Release Date (RRD) from previous extension reached between 1 Oct 05 – 30 Sep 06**

Enlisted Management Branch

Functions

- Processes new hire applications
- Manages enlisted assignments
- Provides guidance on promotion procedures
- Coordinates with states on EFMP issues

Enlisted Management Branch

Enlisted Career Manager Workshop

- NCO Career Managers in 8 MOS related areas evaluate career progression within their MOS
  - ARZ-T identifies soldiers for reassignment
  - Initial movement scheme drafted
- Legal and EO guidance provided

Enlisted Management Branch

Senior Enlisted Workshop

- DARNG initiative
- Evaluate Movement Scheme for enlisted
- Workshop consists of 8 SGMs chaired by CSM
- Held quarterly
- Movement scheme briefed to senior leadership and approved by DARNG

Enlisted Management Branch

NCO 20 AFS Board

- NCO 20 year AFS Board convenes May 2005
- All NCOs with 19 years AFS must be selected to remain on Active Duty beyond 20 AFS
- NCO Retention Control Points (RCP) have been implemented: SGM 30 yrs, MSG 27 yrs, SFC 24 yrs, SSG 22 yrs
- Guidance on AFS Board forthcoming

Staff Management Division

Questions?